

GRI STANDARD	DISCLOSURE	WHERE	COMMENT	
GRI 102: GENERAL DISCLOSURE 2016				
ORGANIZATIONAL PROFILE	102-1	Name of the organization	KPMG in the Czech Republic About this report	
	102-2	Activities, brands, products, and services	KPMG in the Czech Republic Services provided by KPMG in the Czech Republic	
	102-3	Location of headquarters	KPMG in the Czech Republic	
	102-4	Location of operations	KPMG in the Czech Republic Services provided by KPMG in the Czech Republic	
	102-5	Ownership and legal form	KPMG in the Czech Republic	
	102-6	Markets served	KPMG in the Czech Republic Services provided by KPMG in the Czech Republic	
	102-7	Scale of the organization	KPMG in the Czech Republic	
	102-8	Information on employees and other workers	KPMG in the Czech Republic	
	102-9	Supply chain	Functioning responsibly	
	102-10	Significant changes to the organization and its supply chain	-	No significant changes occurred.
	102-11	Precautionary Principle or approach	We act ethically and transparently	
	102-12	External initiatives	Diversity. Equal and flexible working conditions.	On a global level, KPMG has signed the UN Global Compact
	102-13	Membership of associations	Helping Czech entrepreneurship succeed	
STRATEGY	102-14	Statement from senior decision-maker	A year like no other	
ETHICS AND INTEGRITY		KPMG		

	102-16	Values, principles, standards, and norms of behavior	Sustainability strategy We act ethically and transparently	
GOVERNANCE	102-18	Governance structure	KPMG in the Czech Republic	
STAKEHOLDER ENGAGEMENT	102-40	List of stakeholder groups	Stakeholders' dialogue	
	102-41	Collective bargaining agreements	-	Our employees are not organised in unions
	102-42	Identifying and selecting stakeholders	Stakeholders' dialogue	
	102-43	Approach to stakeholder engagement	Stakeholders' dialogue	
	102-44	Key topics and concerns raised	Stakeholders' dialogue	
REPORTING PRACTICE	102-45	Entities included in the consolidated financial statements	About this report	
	102-46	Defining report content and topic Boundaries	About this report	
	102-47	List of material topics	Stakeholders' dialogue	
	102-48	Restatements of information	-	none
	102-49	Changes in reporting	-	none
	102-50	Reporting period	About this report	from October 2019 -to September 2020
	102-51	Date of most recent report		May 2020
	102-52	Reporting cycle	About this report	Annual basis
	102-53	Contact point for questions regarding the report	About this report	
	102-54	Claims of reporting in accordance with the GRI Standards	About this report	
	102-55	GRI content index	About this report	
	102-56	External assurance	-	This report has not been the subject of external evaluations

TOPIC SPECIFIC STANDARDS				
GRI 200: ECONOMIC				
ECONOMIC PERFORMANCE (material topic)				
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	KPMG in the Czech Republic	Economic performance is published in annual report.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2	Significant indirect economic impacts	Sustainability strategy Path to sustainability Doing Good	
ETHICS AND TRANSPARENCY, INDEPENDENCE (material topic)				
GRI 205: ANTI-CORRUPTION 2016	205-2	Communication and training about anti-corruption policies and procedures	We act ethically and transparently	
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	There was no legal actions for anti-competitive behavior, anti-trust, and monopoly practices.

GRI 300: ENVIRONMENTAL

ENVIRONMENTAL PROTECTION (material topic)

GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	We reduce our carbon footprint	
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	We reduce our carbon footprint	
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	We reduce our carbon footprint	
	305-2	Energy indirect (Scope 2) GHG emissions	We reduce our carbon footprint	
	305-3	Other indirect (Scope 3) GHG emissions	We reduce our carbon footprint	
	305-5	Reduction of GHG emissions	We reduce our carbon footprint	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	307-1	Non-compliance with environmental laws and regulations		No issues of non-compliance with environmental laws and regulations.

GRI 400: SOCIAL STANDARDS				
GRI 401: EMPLOYMENT 2016	401-3	Parental leave		Diversity. Equal and flexible working conditions.
EDUCATION (material topic)				
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee		Talent education and development
	404-2	Programs for upgrading employee skills and transition assistance programs		Talent education and development
	404-3	Percentage of employees receiving regular performance and career development reviews		Talent education and development
DIVERSITY AND EQUAL OPPORTUNITIES (material topic)				
GRI 405: DIVERSITY AND EDUCATION 2016	405-1	Diversity of governance bodies and employees		Diversity. Equal and flexible working conditions.
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	-	No incidents of discrimination.
LOCAL COMMUNITIES (material topic)				
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments, and development programs		Doing Good Path to sustainability
RELATIONSHIP WITH CLIENTS (material topic)				
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No complaints.
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	419-1	Non-compliance with laws and regulations in the social and economic area		No issues of non-compliance with laws and regulations in the social and economic area.